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The Bureau of Land Management Service Center Newsletter February 1992

CENTER SCENE

LIVING THE DREAM

A program commemorating the birthday of Dr. Martin Luther King, Jr., was held on January 15, 1992, in Building 50. Sponsored by Linda Mozell (SC-615), SC Black Employment Program Manager, and the Black Support Group, the program featured a variety of speakers.

Ed Dettman, Chief of the SC Division of Administrative Services, reflected on Dr. King's efforts, presence, and impact. He discussed the role that fate has played in history, musing, "One has to wonder what would have happened if Dr. King had been able to pursue his endeavors." Dettman pointed out that racial harmony, equality, and equal justice are fundamental values associated with Dr. King's birthday celebration. Keeping Dr. King's dream alive, according to Dettman, will require individual action, pursuit of appropriate programs and initiatives by organizations, and national leadership. "At the critical point, this leadership will come," said Dettman, recounting the idea that fate plays a role in the destiny of the Nation.

Tom Gomez discusses Dr. Martin Luther King Jr.'s dream.

"For me, the man, the legacy, and the dream live on," began Tom Gomez, President of IMAGE. Gomez suggested that we can only keep Dr. King's dream alive if we do it together, united as one people and one voice. He stressed the importance of caring about humans, and considering the needs of our fellow man. Dr. King talked about creating opportunities of tomorrow, and according to Gomez, "We must have an image of tomorrow, because where there is no image, people perish." Gomez added that we must concern ourselves with education and training of the future workforce, to help prepare individuals to assume their rightful place in it.

Denver Post Editorial Writer Ken Hamblin shrugged his shoulders and stated, "We're not living the dream." He suggested that some major blocks to living the dream exist not only between races, but perhaps more importantly, within races. Hamblin said, "Black Americans have not handed off the baton well to other Black Americans." "And we have allowed a minority within the minority to set the tone for how others view that minority," he continued. According to Hamblin, we must take steps to allow people to be judged by the content of their character. "Pull the veil off of the myth that hinders the dream — and the myth is that we bear no responsibility for our actions," Hamblin declared, "If you want to honor Dr. Martin Luther King, Jr., then live the dream."

The ceremony concluded with a short video on the life of Dr. King and the dedication of a rose bouquet to his memory. And while the attendees enjoyed cake and punch at the reception that followed, many had thoughts of living the dream stirring in their minds.

CLASSIFICATION UPDATE

Draft Grade Evaluation Guide for White Collar Supervisors

Since 1976, white collar supervisory positions have been evaluated using the Office of Personnel Management (OPM) Supervisory Grade Evaluation Guide. This guide has two sections, one for single-grade interval work (GS-03, 04, 05, etc.), and one for two-grade interval work (GS-07, 09, 11, etc.). Under this guide, the final grade of supervisory positions is usually based on the number of subordinate positions within the organization, adjustment factors such as the "variety" of work performed, or the requirement that the supervisory duties involve a significant amount of "technical ability."

OPM has drafted a new Supervisory Guide that was tested in selected agencies (primarily Department of Defense) and is now undergoing final evaluation — the probability of final approval/implementation is good. Major changes proposed within the new guide are:

- The number of subordinate employees within the organization will not be considered in determining the grade of the supervisory position.
- Both single-grade interval and two-grade interval positions are covered by the same criteria.
- A factor-point method is used for determining final grade, rather than a narrative format.
- There are no adjustment factors — total points credited will determine the final grade.
- Supervisory work must be a major responsibility in order to use the guide; if not, the grade will be determined via nonsupervisory standards.

Upon final approval and issuance, this guide will be applied to all supervisory positions within the Service Center.

New Standard for Computer Specialist Positions, GS-334

A revised classification standard has been issued that will affect all Computer Specialist, GS-344, positions within the Service Center. The new standard changes the manner in which positions will be titled — rather than using a variety of titles, such as Computer Systems Analyst, Computer Programmer, Computer Programmer Analyst, Computer Systems Programmer, etc., all positions will be titled Computer Specialist or Supervisory Computer Specialist. Therefore, it will be extremely important that supervisors be as specific as possible when describing the duties, knowledges, skills, and abilities required of each position within their organization in order to highlight distinctive requirements. Position Classification Specialists within the Division of Personnel are available to help supervisors who have questions regarding this new standard.

BLM MAKES CHRISTMAS MERRIER

Once again, the BLM Santa Project has brought smiles and tears of happiness to 10 families in the area who would otherwise not have had a merry Christmas. This year the weather cooperated and Santa had a beautiful day to make all his deliveries. Many thanks go to Gwen Moore (driver of the Santa Mobile convertible), Barb Guest (photographer and resident Rudolph), Santa (retired BLMer John Brewer), Mrs. Santa (Lee Krebs), and all of Santa's elves (Al Layer; Steve Layer; Ginny Crosby; Margaret McGinnis; Lynne Price; Shirley Folger; Vicky Young; Norma Reitsma; Mary Carver; Bruce and C.J. Van Haveren; Gwen, Dick, and Jolene Rush; Teresa Fresquez; Emily Northam; and Laura Justice).

Santa shares hugs with Carrie Hirtz and her daughters, from left, Amanda, Jennifer, Ashley, and Regina.

Santa's crew had three large vans and two small trucks loaded with people, gifts, and food. Before loading the three bikes for one family, Santa test rode one to be sure it was in working condition.

At the second stop, only a few of Santa's helpers were allowed in the house as there was a sick child inside. However, this did not stop Santa and Mrs. Santa from being allowed in to see him. Two small children from the next house spotted Santa and were just overjoyed that he stopped to talk with them.

Wilmira Keefer, age 104 and a widow since 1942, was a sheer delight. As with most of the families, she was rather overwhelmed, but delighted, by the sight of so many people, and thrilled to have someone to chat with for a while. At 104, she still has a very sharp mind and lots of stories to tell. Her dog, Jefferson, also enjoyed the added attention he received.

Wilmira Keefer, 104, confirms you're never too old to believe in Santa.

When one of the seniors, Rebecca Cooper, sat on Santa's knee, she said it was like a fairy tale, as she hadn't sat on Santa's knee since she was a little girl. Her mother always told her Santa was only for rich people, but now after 60 some years, she knows better.

At the last stop, little 4-year-old Jennifer came out the door as Santa was leaving and wanted to see Rudolph. Someone told her Rudolph was taking a nap. She ran out to the parking lot and looked all around the area and even up toward the roof of the apartment building in hopes of seeing Rudolph.

Santa and Mrs. Santa wish to thank all employees who donated food, gifts, money, etc., to Project Santa. Also, a big thank you to those who helped wrap gifts, sort food, pack the large boxes for delivery, and clean up after the group left the North Pole (390 Union). And thanks to Lee Ford, retired BLMer, for contacting Jeffco Action Center for the names and needs of those we could help this year.

Dear Santa, Mrs. Santa and Company:

Thank you! The Christmas you gave the girls and I was the most wonderful ever. I believe I tell you that every year, and every year you manage to somehow make it more beautiful than the year before and I do not understand how you do this! But, believe me, we thank you from the bottom of our hearts! The clothes...the puzzles, the games...my glasses...the small personal shampoos and lotions and soaps...the mounds of groceries and toilet paper...all the wonderful meals we have had from that huge turkey...and some "specials" with our gift certificates. I very seldom have enough money to get roasts (Sarah's favorite) and I bought two — one pork and one beef! I also bought Sarah a Sara Lee's cheesecake (another favorite of hers) for her birthday on Dec. 29th. She was in heaven!

Thank you again. God must love us for giving us such wonderful people as you. We are truly blessed and I pray He blesses all of you in the New Year for your generosity to me and mine.

Love,
Stephanie, Sarah and Judy Fling

My mother was wrong — there is a Santa.
There are no words I can say that would let you know the joy you brought me.
Everything was beautiful. It's a day I'll never forget.

Love,
Rebecca Cooper

PERSONNEL NEWS

New Employees:

Carolyn Abeyta, St. Train. (Clk), SC-344
Leo Atencio, Comp. Prog. Analyst, SC-342
Betty Buxton, Supv. Sys. Acct., SC-613
Aileen China, Contract Spec., SC-651
James Crews, Supply Tech., SC-657
Kathy Highly, Civil Engineer, SC-673
Melissa Lewis-Collins, Comp. Prog. Analyst, SC-342

Separations:

Dana Bauer, Procurement Clerk, SC-652
Joan Dowds, Voucher Exam. Supv., SC-616
Larrie Fay, Supply Clerk (OA), SC-657
Vincent Ortega, Voucher Exam., SC-616
Kimball Roddy, Struct. Engineer, SC-673
Nicole Smith, Clerk, SC-343